

AVAILABILITY ANALYSIS
In accordance with 41 C.F.R. 60-2.14

The availability analysis is a part of the Incumbency vs. Estimated Availability Analysis - the final diagnostic component of this AAP. The purpose of the availability analysis is to establish a benchmark against which the demographic composition of University's workforce may be compared to determine whether barriers to equal employment opportunity may exist within particular job groups.

Pursuant to applicable regulations, the availability analysis for each job group examines two potential areas of availability: individuals with the requisite skills outside the establishment (external availability) and those within the establishment who are promotable, transferable and/or trainable (internal availability). In determining availability, we have selected our reasonable recruitment area and our pool of promotable, transferable, and trainable employees in such a way as not to exclude qualified minorities and women. Moreover, when determining external availability we have used as our source of data the most current and discrete statistical information available. For this availability analysis, we have used the 2000 census data. Finally, where a job group is composed of different job titles that carry different availability rates, we calculated a composite availability figure. We arrived at the composite availability figure by determining the proportion of the job group incumbents employed in each job title, weighting the availability for each job title by the proportion of incumbents employed in that title, and adding together the weighted availability estimates.

A brief written rationale for the selection of the recruitment areas and internal pools by job group follows:

1A - Provost Executive, Administrative, & Managerial

Factor 1: *EDU "United States" Doctoral degree or professional degree*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 1A - Provost Executive, Administrative, & Managerial. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 1A - Provost Executive, Administrative, & Managerial was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1C - President, Executive, Administrative, & Managerial

Factor 1: *United States Summary*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 1C - President, Executive, Administrative, & Managerial. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 1C - President, Executive, Administrative, & Managerial was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2A - Faculty

Factor 1: *EDU "United States" Doctoral degree or professional degree*- This is the geographical

area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2A - Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 2A - Faculty.

2B - Faculty

Factor 1: *United States Summary*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2B - Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 2B - Faculty.

2C - Faculty

Factor 1: *EDU "United States" Doctoral degree or professional degree*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2C - Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 2C - Faculty was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2E - Agriculture Faculty

Factor 1: *EDU "United States" Doctoral degree or professional degree*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2E - Agriculture Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 2E - Agriculture Faculty was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2F - Architecture Faculty

Factor 1: *EDU "United States" Doctoral degree or professional degree*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2F - Architecture Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 2F - Architecture Faculty.

2G - Arts & Humanities Faculty

Factor 1: *EDU "United States" Doctoral degree or professional degree*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2G - Arts & Humanities Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 2G - Arts & Humanities Faculty.

2H - Natural & Computational Sciences Faculty

Factor 1: *EDU* "United States" *Doctoral degree or professional degree*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2H - Natural & Computational Sciences Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 2H - Natural & Computational Sciences Faculty was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2I - Social Sciences Faculty

Factor 1: *EDU* "United States" *Doctoral degree or professional degree*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2I - Social Sciences Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 1a: -

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 2I - Social Sciences Faculty.

2J - Library Faculty

Factor 1: *EDU* "United States" *Doctoral degree or professional degree*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2J - Library Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 2J - Library Faculty was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2K - Human Ecology Faculty

Factor 1: *EDU* "United States" *Doctoral degree or professional degree*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2K - Human Ecology Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 2K - Human Ecology Faculty.

2L - Veterinary Faculty

Factor 1: *EDU* "United States" *Doctoral degree or professional degree*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2L - Veterinary Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 2L - Veterinary Faculty.

2M - Salina Faculty

Factor 1: *EDU* "United States" *Doctoral degree or professional degree*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2M - Salina Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 2M - Salina Faculty.

2N - Education Faculty

Factor 1: *EDU* "United States" *Doctoral degree or professional degree*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2N - Education Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 2N - Education Faculty was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2O - Engineering Faculty

Factor 1: *EDU* "United States" *Doctoral degree or professional degree*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2O - Engineering Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 1a: -

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 2O - Engineering Faculty.

2P - Business Faculty

Factor 1: *EDU* "United States" *Doctoral degree or professional degree*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 2P - Business Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 2P - Business Faculty.

3B - Education Professional Non-Faculty

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 3B - Education Professional Non-Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 3B - Education Professional Non-Faculty was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

3C - General Professional Non-Faculty

Factor 1: *United States Summary*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 3C - General Professional Non-Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 3C - General Professional Non-Faculty was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

3D - Athletics Professional Non-Faculty

Factor 1: *United States Summary*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 3D - Athletics Professional Non-Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 3D - Athletics Professional Non-Faculty.

3H - Student Mental Hlth Professional Non-Faculty

Factor 1: *United States Summary*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 3H - Student Mental Hlth Professional Non-Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 3H - Student Mental Hlth Professional Non-Faculty.

3I - Ag & Extension Professional Non-Faculty

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 3I - Ag & Extension Professional Non-Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 3I - Ag & Extension Professional Non-Faculty.

3K - Administrative Professional Non-Faculty

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 3K - Administrative Professional Non-Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 3K - Administrative Professional Non-Faculty was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

3L - Financial Professional Non-Faculty

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 3L - Financial Professional Non-Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 3L - Financial Professional Non-Faculty was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

3M - Research Professional Non-Faculty

Factor 1: *United States Summary*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 3M - Research Professional Non-Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 3M - Research Professional Non-Faculty was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

3N - Health Professional Non-faculty

Factor 1: *United States Summary*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 3N - Health Professional Non-faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 3N - Health Professional Non-faculty.

3O - Engineers, Architects, and Aviation Professional N

Factor 1: *United States Summary*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 3O - Engineers, Architects, and Aviation Professional N. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 3O - Engineers, Architects, and Aviation Professional N.

3P - Document and Design Professional Non-Faculty

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 3P - Document and Design Professional Non-Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 3P - Document and Design Professional Non-Faculty.

3Q - Computer/Communications Professional Non-Faculty

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 3Q - Computer/Communications Professional Non-Faculty. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 3Q - Computer/Communications Professional Non-Faculty was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

4A - Secretaries

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 4A - Secretaries. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 4A - Secretaries was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

4C - Clerical

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 4C - Clerical. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 4C - Clerical.

4D - Library Assistants Clerical and Secretarial

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 4D - Library Assistants Clerical and Secretarial. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 4D - Library Assistants Clerical and Secretarial.

5A - Computer Technical and Paraprofessionals

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 5A - Computer Technical and Paraprofessionals. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 5A - Computer Technical and Paraprofessionals.

5B - Electric/Engineering Technical and Paraprofessionals

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 5B - Electric/Engineering Technical and Paraprofessionals. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 5B - Electric/Engineering Technical and Paraprofessionals was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

5C - Research/Teaching Technical and Paraprofessionals

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 5C - Research/Teaching Technical and Paraprofessionals. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 5C - Research/Teaching Technical and Paraprofessionals was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

5D - Ag/Vet Technical and Paraprofessionals

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 5D - Ag/Vet Technical and Paraprofessionals. This area was chosen based on current practices and was drawn in such a way as not

to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 5D - Ag/Vet Technical and Paraprofessionals was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

5E - Health Technical and Paraprofessionals

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 5E - Health Technical and Paraprofessionals. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 5E - Health Technical and Paraprofessionals.

6A - Printing Trades Skilled Crafts

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 6A - Printing Trades Skilled Crafts. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 6A - Printing Trades Skilled Crafts.

6B - Building Trades Skilled Crafts

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 6B - Building Trades Skilled Crafts. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 6B - Building Trades Skilled Crafts.

6C - Building Mech Trades Skilled Crafts

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 6C - Building Mech Trades Skilled Crafts. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 6C - Building Mech Trades Skilled Crafts.

6D - Mechanical Skills Skilled Crafts

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 6D - Mechanical Skills Skilled Crafts. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 6D - Mechanical Skills Skilled Crafts.

7A - Protective Services Service-Maintenance

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 7A - Protective Services Service-

Maintenance. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 7A - Protective Services Service-Maintenance.

7B - Custodial Service-Maintenance

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 7B - Custodial Service-Maintenance. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 7B - Custodial Service-Maintenance was chosen based on reasonable paths of progression within the University and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

7C - Laborers Service-Maintenance

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 7C - Laborers Service-Maintenance. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 7C - Laborers Service-Maintenance.

7D - Food Service-Maintenance

Factor 1: *2000 Kansas Census*- This is the geographical area from which the University usually seeks or reasonably would seek workers to fill positions in job group 7D - Food Service-Maintenance. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 7D - Food Service-Maintenance.

Availability Factor Computation Form

Job Group 1A Provost Executive, Administrative, & Managerial

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|----------|-----------------|-------|--|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 18.31 | 43.31 | 28.6 | 5.24 | 12.39 | EDU – United States – Doctoral degree or professional degree |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 17.17 | 46.97 | 71.4 | 12.26 | 33.54 | Feeder Job Computations |
| Availability: | | | | 17.50 | 45.93 | |

Job Group 1C President, Executive, Administrative, & Managerial

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|----------|-----------------|-------|-------------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 21.64 | 60.06 | 58.5 | 12.66 | 35.14 | United States Summary |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 15.19 | 56.90 | 41.5 | 6.30 | 23.61 | Feeder Job Computations |
| Availability: | | | | 18.96 | 58.75 | |

Job Group 2A Faculty

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|----------|-----------------|-------|--|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 17.37 | 33.02 | 100.0 | 17.37 | 33.02 | EDU – United States – Doctoral degree or professional degree |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | Feeder Job Computations |
| Availability: | | | | 17.37 | 33.02 | |

Job Group 2B Faculty

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|---------------|-----------------|-------|-------------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 20.02 | 46.25 | 100.0 | 20.02 | 46.25 | United States Summary |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | Feeder Job Computations |
| | | | Availability: | 20.02 | 46.25 | |

Job Group 2C Faculty

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|---------------|-----------------|-------|--|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 17.36 | 32.99 | 62.5 | 10.85 | 20.62 | EDU – United States – Doctoral degree or professional degree |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 56.20 | 34.71 | 37.5 | 21.08 | 13.02 | Feeder Job Computations |
| | | | Availability: | 31.93 | 33.64 | |

Job Group 2E Agriculture Faculty

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|---------------|-----------------|-------|--|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 20.86 | 15.52 | 50.0 | 10.43 | 7.76 | EDU – United States – Doctoral degree or professional degree |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 16.67 | 33.33 | 50.0 | 8.34 | 16.66 | Feeder Job Computations |
| | | | Availability: | 18.77 | 24.42 | |

Job Group 2F Architecture Faculty

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|---------------|-----------------|-------|--|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 15.78 | 19.73 | 100.0 | 15.78 | 19.73 | EDU – United States – Doctoral degree or professional degree |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | Feeder Job Computations |
| | | | Availability: | 15.78 | 19.73 | |

Job Group 2G Arts & Humanities Faculty

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|---------------|-----------------|-------|--|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 15.67 | 36.52 | 95.0 | 14.89 | 34.69 | EDU – United States – Doctoral degree or professional degree |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 5.0 | 0.00 | 0.00 | Feeder Job Computations |
| | | | Availability: | 14.89 | 34.69 | |

Job Group 2H Natural & Computational Sciences Faculty

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|---------------|-----------------|-------|--|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 22.66 | 25.69 | 92.3 | 20.92 | 23.71 | EDU – United States – Doctoral degree or professional degree |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 7.7 | 0.00 | 0.00 | Feeder Job Computations |
| | | | Availability: | 20.92 | 23.71 | |

Job Group 2I Social Sciences Faculty

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|---------------|-----------------|-------|--|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 22.54 | 34.71 | 100.0 | 22.54 | 34.71 | EDU – United States – Doctoral degree or professional degree |
| 1a. | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | Feeder Job Computations |
| | | | Availability: | 22.54 | 34.71 | |

Job Group 2J Library Faculty

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|---------------|-----------------|-------|--|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 17.09 | 48.84 | 50.0 | 8.54 | 24.42 | EDU – United States – Doctoral degree or professional degree |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 13.33 | 86.67 | 50.0 | 6.66 | 43.34 | Feeder Job Computations |
| | | | Availability: | 15.20 | 67.76 | |

Job Group 2K Human Ecology Faculty

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|----------|-----------------|-------|--|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 37.80 | 73.65 | 100.0 | 37.80 | 73.65 | EDU – United States – Doctoral degree or professional degree |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | Feeder Job Computations |

Availability: 37.80 73.65

Job Group 2L Veterinary Faculty

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|----------|-----------------|-------|--|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 7.56 | 38.79 | 100.0 | 7.56 | 38.79 | EDU – United States – Doctoral degree or professional degree |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | Feeder Job Computations |
| Availability: | | | | 7.56 | 38.79 | |

Job Group 2M Salina Faculty

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|----------|-----------------|-------|--|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 28.28 | 17.87 | 100.0 | 28.28 | 17.87 | EDU – United States – Doctoral degree or professional degree |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | Feeder Job Computations |
| Availability: | | | | 28.28 | 17.87 | |

Job Group 2N Education Faculty

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|----------|-----------------|-------|--|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 19.80 | 50.33 | 75.0 | 14.85 | 37.75 | EDU – United States – Doctoral degree or professional degree |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 77.78 | 25.0 | 0.00 | 19.44 | Feeder Job Computations |

Job Group 20 Engineering Faculty

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|------|---------------|-----------------|------|--|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 36.73 | 9.36 | 100.0 | 36.73 | 9.36 | EDU – United States – Doctoral degree or professional degree |
| 1a. | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | Feeder Job Computations |
| | | | Availability: | 36.73 | 9.36 | |

Job Group 2P Business Faculty

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|---------------|-----------------|-------|--|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 27.93 | 34.45 | 100.0 | 27.93 | 34.45 | EDU – United States – Doctoral degree or professional degree |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | Feeder Job Computations |
| | | | Availability: | 27.93 | 34.45 | |

Job Group 3B Education Professional Non-Faculty

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|----------|-----------------|-------|----------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 11.76 | 68.11 | 66.7 | 7.84 | 45.43 | 2000 Kansas Census |

| | | | | | | |
|--|------|-------|---------------|-------|-------|-------------------------|
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 9.04 | 94.58 | 33.3 | 3.01 | 31.50 | Feeder Job Computations |
| | | | Availability: | 10.85 | 76.93 | |

Job Group 3C General Professional Non-Faculty

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|---------------|-----------------|-------|-------------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 20.57 | 51.73 | 86.0 | 17.69 | 44.49 | United States Summary |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 8.64 | 95.25 | 14.0 | 1.21 | 13.34 | Feeder Job Computations |
| | | | Availability: | 18.90 | 57.83 | |

Job Group 3D Athletics Professional Non-Faculty

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|---------------|-----------------|-------|-------------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 18.57 | 37.42 | 100.0 | 18.57 | 37.42 | United States Summary |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | Feeder Job Computations |
| | | | Availability: | 18.57 | 37.42 | |

Job Group 3H Student Mental Hlth Professional Non-Faculty

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|----------|-----------------|-------|-----------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 25.81 | 65.68 | 100.0 | 25.81 | 65.68 | United States Summary |

| | | | | | | |
|--|------|------|---------------|-------|-------|-------------------------|
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | Feeder Job Computations |
| | | | Availability: | 25.81 | 65.68 | |

Job Group 3I Ag & Extension Professional Non-Faculty

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|---------------|-----------------|-------|-------------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 6.65 | 18.49 | 100.0 | 6.65 | 18.49 | 2000 Kansas Census |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | Feeder Job Computations |
| | | | Availability: | 6.65 | 18.49 | |

Job Group 3K Administrative Professional Non-Faculty

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|---------------|-----------------|-------|-------------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 7.53 | 65.95 | 50.0 | 3.76 | 32.98 | 2000 Kansas Census |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 6.62 | 93.38 | 50.0 | 3.31 | 46.69 | Feeder Job Computations |
| | | | Availability: | 7.07 | 79.67 | |

Job Group 3L Financial Professional Non-Faculty

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|----------|-----------------|-------|----------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 6.23 | 55.25 | 64.3 | 4.01 | 35.53 | 2000 Kansas Census |

| | | | | | | |
|--|------|-------|---------------|------|-------|-------------------------|
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 6.10 | 95.31 | 35.7 | 2.18 | 34.03 | Feeder Job Computations |
| | | | Availability: | 6.19 | 69.56 | |

Job Group 3M Research Professional Non-Faculty

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|---------------|-----------------|-------|-------------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 16.02 | 15.62 | 97.1 | 15.56 | 15.17 | United States Summary |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 12.00 | 40.00 | 2.9 | 0.35 | 1.16 | Feeder Job Computations |
| | | | Availability: | 15.91 | 16.33 | |

Job Group 3N Health Professional Non-faculty

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|---------------|-----------------|-------|-------------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 24.06 | 67.56 | 100.0 | 24.06 | 67.56 | United States Summary |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | Feeder Job Computations |
| | | | Availability: | 24.06 | 67.56 | |

Job Group 3O Engineers, Architects, and Aviation Professional N

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|----------|-----------------|-------|-----------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 19.53 | 12.11 | 100.0 | 19.53 | 12.11 | United States Summary |

| | | | | | | |
|--|------|------|---------------|-------|-------|-------------------------|
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | Feeder Job Computations |
| | | | Availability: | 19.53 | 12.11 | |

Job Group 3P Document and Design Professional Non-Faculty

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|---------------|-----------------|-------|-------------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 7.50 | 61.84 | 100.0 | 7.50 | 61.84 | 2000 Kansas Census |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | Feeder Job Computations |
| | | | Availability: | 7.50 | 61.84 | |

Job Group 3Q Computer/Communications Professional Non-Faculty

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|---------------|-----------------|-------|-------------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 10.19 | 34.48 | 81.8 | 8.34 | 28.20 | 2000 Kansas Census |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 9.30 | 79.07 | 18.2 | 1.69 | 14.39 | Feeder Job Computations |
| | | | Availability: | 10.03 | 42.59 | |

Job Group 4A Secretaries

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|----------|-----------------|-------|----------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 9.94 | 72.16 | 97.6 | 9.70 | 70.43 | 2000 Kansas Census |

| | | | | | | |
|--|-------|-------|---------------|-------|-------|-------------------------|
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 16.67 | 16.67 | 2.4 | 0.40 | 0.40 | Feeder Job Computations |
| | | | Availability: | 10.10 | 70.83 | |

Job Group 4C Clerical

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|---------------|-----------------|-------|-------------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 14.48 | 42.39 | 100.0 | 14.48 | 42.39 | 2000 Kansas Census |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | Feeder Job Computations |
| | | | Availability: | 14.48 | 42.39 | |

Job Group 4D Library Assistants Clerical and Secretarial

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|---------------|-----------------|-------|-------------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 10.91 | 81.96 | 100.0 | 10.91 | 81.96 | 2000 Kansas Census |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | Feeder Job Computations |
| | | | Availability: | 10.91 | 81.96 | |

Job Group 5A Computer Technical and Paraprofessionals

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|----------|-----------------|-------|----------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 6.84 | 33.47 | 100.0 | 6.84 | 33.47 | 2000 Kansas Census |

| | | | | | | |
|--|------|------|---------------|------|-------|-------------------------|
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | Feeder Job Computations |
| | | | Availability: | 6.84 | 33.47 | |

Job Group 5B Electric/Engineering Technical and Paraprofessiona

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|---------------|-----------------|-------|-------------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 6.64 | 8.35 | 0.0 | 0.00 | 0.00 | 2000 Kansas Census |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 5.00 | 20.00 | 100.0 | 5.00 | 20.00 | Feeder Job Computations |
| | | | Availability: | 5.00 | 20.00 | |

Job Group 5C Research/Teaching Technical and Paraprofessionals

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|---------------|-----------------|-------|-------------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 13.91 | 56.81 | 93.3 | 12.98 | 53.00 | 2000 Kansas Census |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 4.49 | 98.08 | 6.7 | 0.30 | 6.57 | Feeder Job Computations |
| | | | Availability: | 13.28 | 59.57 | |

Job Group 5D Ag/Vet Technical and Paraprofessionals

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|----------|-----------------|-------|----------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 6.06 | 45.72 | 95.2 | 5.77 | 43.53 | 2000 Kansas Census |

| | | | | | | |
|--|-------|-------|---------------|------|-------|-------------------------|
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 16.67 | 13.33 | 4.8 | 0.80 | 0.64 | Feeder Job Computations |
| | | | Availability: | 6.57 | 44.17 | |

Job Group 5E Health Technical and Paraprofessionals

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|---------------|-----------------|-------|-------------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 13.10 | 81.86 | 100.0 | 13.10 | 81.86 | 2000 Kansas Census |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | Feeder Job Computations |
| | | | Availability: | 13.10 | 81.86 | |

Job Group 6A Printing Trades Skilled Crafts

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|---------------|-----------------|-------|-------------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 7.47 | 27.36 | 100.0 | 7.47 | 27.36 | 2000 Kansas Census |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | Feeder Job Computations |
| | | | Availability: | 7.47 | 27.36 | |

Job Group 6B Building Trades Skilled Crafts

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|------|----------|-----------------|------|----------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 11.85 | 4.62 | 100.0 | 11.85 | 4.62 | 2000 Kansas Census |

| | | | | | | |
|--|------|------|---------------|-------|------|-------------------------|
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | Feeder Job Computations |
| | | | Availability: | 11.85 | 4.62 | |

Job Group 6C Building Mech Trades Skilled Crafts

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|---------------|-----------------|-------|-------------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 11.85 | 10.89 | 100.0 | 11.85 | 10.89 | 2000 Kansas Census |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | Feeder Job Computations |
| | | | Availability: | 11.85 | 10.89 | |

Job Group 6D Mechanical Skills Skilled Crafts

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|------|---------------|-----------------|------|-------------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 10.02 | 2.58 | 100.0 | 10.02 | 2.58 | 2000 Kansas Census |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | Feeder Job Computations |
| | | | Availability: | 10.02 | 2.58 | |

Job Group 7A Protective Services Service-Maintenance

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|----------|-----------------|-------|----------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 9.81 | 16.23 | 100.0 | 9.81 | 16.23 | 2000 Kansas Census |

| | | | | | | |
|--|------|------|---------------|------|-------|-------------------------|
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | Feeder Job Computations |
| | | | Availability: | 9.81 | 16.23 | |

Job Group 7B Custodial Service-Maintenance

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|---------------|-----------------|-------|-------------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 18.89 | 29.59 | 95.7 | 18.08 | 28.32 | 2000 Kansas Census |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 4.3 | 0.00 | 0.00 | Feeder Job Computations |
| | | | Availability: | 18.08 | 28.32 | |

Job Group 7C Laborers Service-Maintenance

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|---------------|-----------------|-------|-------------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 6.41 | 12.35 | 100.0 | 6.41 | 12.35 | 2000 Kansas Census |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 0.00 | 0.00 | 0.0 | 0.00 | 0.00 | Feeder Job Computations |
| | | | Availability: | 6.41 | 12.35 | |

Job Group 7D Food Service-Maintenance

| Factor | Raw Statistics | | | Weighted Factor | | |
|--|----------------|-------|----------|-----------------|-------|----------------------|
| | Min | Fem | Weight % | Min | Fem | Source of Statistics |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 21.12 | 53.21 | 100.0 | 21.12 | 53.21 | 2000 Kansas Census |

2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.

0.00

0.00

0.0

0.00

0.00

Feeder Job Computations

Availability:

21.12

53.21